App. F. IX-4

P

1946-47
(Est-I)

File No. 5-46.

Previous References.
Est-87-45-18.

Serial Nos. 16, 17,

Later References.

PRESERVED

GENERAL AND REVENUE SECRETARIAT

Serial Nos. 2wr.

Part B for July 47.

SUBJECT

Probationary Assistant-Engineers.

No. PW. 1140-42 dated 23.7.47

To
The Ch. Engr. Irr.
" Comptr.
" Auditor PWD } thro F.D.

Sanctions the grant of a pay of Rs 200/- in grade Rs 200-40½-400 to four —.

Serial No.

Pay of certain Probationary Asstt Engineers.

Chief Engineer's no. 7879 dt 3.5.1947.

The marginally noted Engineering graduates who were drawing Rs 175 and Rs 150 as Probationary Asstt Engineers were promoted as temporary Asstt Engineers on Rs 200-$\frac{20}{2}$-400 recently in the ordinary course against existing vacancies. The Auditor, P.W.D. has asked for orders of Government for giving them the promotion to Rs 200-$\frac{20}{2}$-400 in the respective cadre during the probationary period as no substantive promotion could be given to them during the period of probation.

		Pay
1.	Mr. K. S. Rajasekharaya, B.A.B.E.	175
2	" M. Sivaramaiah, B.E.	175
3	" A.B. Ramanand, B.E.	175
4	" S. Venkatarajiu B.E.	150.

2. These four graduates have rendered Service ranging from 8 to 9 years now and the promotion now given to them is according to seniority and would have accrued to them even without being appointed as Prob Asstt Engineers. All the four have been holding regular asstt Engineers' charges against Sanctioned posts. The direction at the time of

NOTE—Contn. Sheet.

Pay of certain Probationary Asst Engineers.

File No. of 194 . | Public Works Secretariat

Serial No.

appointing Prob Asst Engrs was that they should be ranked below the last permanent Asst Engrs in the Prov list on completion of probationary period; but this was subsequently modified so as to rank them below the last Offg Asst Engrs. It does not therefore seem fair to deprive them of even the promotion that accrues to them in the ordinary course, especially as they are employed as regular Asst Engrs in charge of Sub Divisions. The Engrs therefore request that the Board may be authorised to pay Rs 200 and allowances to them from the date they were made temp Asst Engrs. A

3. The proposal requires financial concurrence.

(Secs 171 & 174) 4. It is but fair that the four Probationers recommended by the C.E.I. should be ranked as per modification noted at 'A' below the last Offg. Assistant Engineer. This may be given effect to simultaneously with the freeing up of the permanent vacancies of the Assistant Engineers as covered by the same modification.

Secys.) HPS 17.5.47

Pay of certain Probationary Asst Engineers.

Public Works Secretariat | File No. of 194 . | [App. F. III-2

Serial No.

5. The cases of these four probationary Assistant Engineers are quite different from those newly taken as Probationers. They were in Service and they would have been Assistant Engineer in the usual course as noted in Para 2. and they would have got the increment too, whether in respective of probationers. Hence it is not fair to deny the pay and benefit of pay and allowances attached to the post. Hence these officers may be granted Rs 200 from the dates they have charge.

Minister for Ag and P W
and
Dewan
through Fin. Secy

BJG
19.5.47

HPS
20.5.47

FINANCIAL U.O.No. Fi 8051 20/5 BANGALORE

6. I should like to know whether these four Probationers are holding regular charges or are they undergoing training in several divisions like other Probationary Assistant Engineers.

7. If they are treated outside the cadre of Assistant Engineers, how are their places filled up in the Department? Have not temporary promotions been made against these vacancies?

8. If these four Probationers are to be placed below the last officiating Assistant Engineer, what additional advantage will they derive by being appointed as Probationers? Would not their chances have been better if they were not appointed as Probationers at all?

NOTE—Contn. Sheet.

2815/47

Pay of certain Sq Probationary Asst Engineers.

File No. of 194 . | Public Works Secretariat

Serial No.

9. C.E.I. with Comments to remarks

BJC 30.5.47 HPS 31.5.47

V No. 3.6.47

9486 4.6.47

10. The four Probationary Assistant Engineers are holding regular charge of the Sub Divisions. They arennot treated outside the cadre of Assistant Engineers so long as they hold charge of regular Sub Divisions and their places are not filled up. It may be stated that prior to their recruitment to the cadre of Probationary Assistant Engineers, these candidates were already in service and had gained experience in the Department.

M.9005/8. 17.6.47.

SECRETARY TO GOVERNMENT Dtd 18/6 P.W.D. ELECTL & RYS.

HPS 18.6.47

11. As regards para 3, ~~it may be stated that the matter is before Government.~~ I have No remarks to offer. These Assistant Engineers will however Continue to hold their original ranks as they are already posted as Temporary Dy Secs.

Secretary to Government, Public Works Department, with compliments.

17/6/47

12. This is with reference to the observations of the Secretary in paras 6 to 8 overleaf. The whole question is under review in the Executive Council and nothing definite can therefore be mentioned in regard to ~~paras~~ the aspect raised in para 8. The proposal in para 5 simply conforms to Govt orders in this is in accordance with G.O. No. P.W. 2884-86 Est/87-46-38 dated 6-12-1946. Para 5

FINANCIAL SECRETARIAL U.O.No. 8923 24/6

HPS 21.6.47

BJC 23.6.47

Pay of certain Probationary Asst Engineers.

Public Works Secretariat | File No. 595(2) of 194 . [App. F. III-2

W. 8928 R

Serial No.

If these four Probationers do not get any benefit at all in having been appointed as Probationers, I have no objection for their getting the promotions they would have got in the usual course and also drawing the increased salary. But if they are to be shown any special preference in the fixing of rank etc., they will have to be treated as other probationers and cannot have a preferential treatment

'A' Probationary Asst. Engineers later promoted below the last Dy. Asst. Engineer on the date of their appointment as Prob: Asst Engineers, and not above all the Executive and Dy/Asst Engrs as originally intended.

3B. 27(4) 'A' holds good only when Confirmation of temporary Assistant Engineers is done (50:50) as indicated in the previous portion of the same Govt. Order. Either the Order has to be given effect to in full or a modifi

NOTE—Contn. Sheet.

Pay of certain Probationary Asst Engrs.

File No. 9.50/PW of 194 .

Public Works Secretariat

Serial No.

B. Order will have to be issued with regard to the fixing up of ranks of the Probationers.

Secy) HPS 4.7.47

OFFICE OF THE MINISTER FOR AGRICULTURE AND PUBLIC WORKS 10 JUL 1947 No 269

B has nothing to do with the cases at present. This is for granting the usual increments due to the officers who though they were taken as probationers, held the Charge of Sub Division by virtue of their rank in the P.W.D. They would have drawn the increment even if they were not taken as probationers. The two officers noted in Para 1 may be allowed the minimum pay of Rs 200 from the dates noted by the Chief Engineer. They have already rendered service of 8 to 9 years.

Minister Ag and P.W) BMy 8.7.47

HPS 8.7.47

The proposal of the C.E. is sanctioned

[illegible] HPS 12/7/47

HPS 12.7.47

Pay of certain Probationary Asst Engineers.

Public Works Secretariat | File No. | of 194 . | [App. F. III-2

Serial No.

Subd with a draft.

Issue

15/7/47. HPS 16.7.47 Bal 17/7

16/7/47

Fl. comm. No. 367.

Please see F/s's opinion given on 29/6/47.

Draft is submitted to Fl: Secy)

23/7. 24/7

24.7.47

issue

24.7

issued.

24/7.

No. PW. 1140-42/Est 5-46-17 dated 23.7.47

to the Ch. Engr. Irr.

" Comptr.

" Audit Offr, PWD } thro FD.

Sanctions the grant of a pay of Rs 205/- in grade 200-40/2-40 to four probationary Asst Engineers.

NOTE—Contn. Sheet.

S. O.

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

PUBLIC WORKS DEPARTMENT.

G. O. No. P. W. 2884-86—Est. 87-45-38, dated 6th November 1946.

Assistant Engineers.

Lays down principles for confirming officers in the cadre of ——.

READ—

Government Order No. P. W. 5695-5716, dated 25th February 1944, laying down rules governing the Mysore Public Works Service.

2. Government Notification No. P. W. 6405-12, dated 21st May 1945, ordering the promotion of 27 Senior Surveyors as Officiating Assistant Engineers.

3. G. O. No. P. W. 4150-56—Est. 87-45-1, dated 8th December 1945, appointing Probationers to be absorbed in permanent vacancies existing and occurring in the Assistant Engineers' cadre in the Public Works Department.

4. D. O. Letter No. C. 123, dated 21st December 1945, from the Chief Engineer for Irrigation, requesting orders in the matter of placing the Probationary Assistant Engineers below the last Officiating Assistant Engineer on the date of order.

ORDER THEREON No. P. W. 2884-86—EST. 87-45-38, DATED BANGALORE, THE 6TH NOVEMBER 1946.

On receipt of proposals from the Chief Engineer for filling up the vacancies in the Assistant Engineers' cadre, a Committee of Officers was constituted in September 1944 to advertise and submit recommendation for appointment of Probationers as contemplated in the Government Order of 25th February 1944 read above, and their report was received in April 1945. In May 1945, however, 27 Surveyors were, on the recommendation of the Chief Engineer, promoted as Officiating Assistant Engineers so that works might not suffer pending the appointment of Probationers. After due consideration of the proposals submitted by the Committee, Government appointed twenty candidates as Probationary Assistant Engineers to be absorbed in permanent vacancies, existing and occurring in the years 1946 and 1947.

2. The Chief Engineer has, thereupon, submitted a representation that the reservation of existing and occurring permanent vacancies for Probationers and their confirmation in due course would affect a number of temporary and officiating Assistant Engineers and that the candidates for Probationers were selected by the Committee in the view that Probationers when appointed would take rank below the last officiating Assistant Engineer on the date of selection and he has therefore proposed a revision of the order in regard to the relative rank of Probationers.

3. The proposal of the Chief Engineer that the Probationers should be placed below the temporary and officiating Assistant Engineers is not in accordance with the standing orders and entails a departure from the prevailing practice in other departments, acting in a manner prejudicial to the interests of candidates belonging to backward communities, whose representation in the gazetted ranks of the Public Works Department is very meagre. It is with a view to secure proper communal representation in those ranks that Government, while filling up vacancies in the cadre of Sub-Engineers in 1930, laid down that 50 per cent of the vacancies should be filled up from among the senior backward community Overseers. For no ostensible reason this principle had been overlooked subsequently while filling up places in the cadre of Sub-Engineers with the result that the communal composition in the higher services of the Public Works Department has become unbalanced.

The percentage of representation of backward communities would have been much higher if the principle laid down in 1930 had been consistently followed since then. Government therefore issued orders on 25th February 1944 revising this principle with a view to directly recruit Probationary Assistant Engineers so as to increase the representation of backward communities in the higher ranks of the Public Works Department. But the Committee set up for recommending names for appointment of Probationers seem to have proceeded on the assumption that the Probationers would be ranked below the last officiating Assistant Engineer and did not consider the claims of some other applicants on the ground that they had already been recommended for promotion as officiating Assistant Engineers. This action of the Committee having caused an embarrassing position, it has become necessary to consider the recommendation of the Chief Engineer in regard to the relative rank of the Probationary Assistant Engineers and in so doing to rectify the injustice caused to the candidates of the backward communities in not having given effect to the principles laid down in 1930. This will, in a way, satisfy the backward communities whose interests suffer by placing the Probationers below the last officiating Assistant Engineer.

4. After careful consideration of all aspects as to how best this inequality could be set right at this late stage with the minimum amount of dislocation, Government feel that the re-arranging of relative seniority of the officers concerned in the existing gradation list with reference to the principles of 1930 is undesirable. But Government direct that in confirming officers in the cadre of Assistant Engineers in vacancies, existing and occurring in future, the communal proportion (50 : 50) should be strictly observed as each case of confirmation comes up irrespective of the length of service of the officers concerned and of their relative ranking according to the existing gradation list.

5. The Probationers appointed in the Government Order of 8th December 1945, read above, will be placed below the last officiating Assistant Engineer.

6. The Chief Engineer is requested to submit, very early, proposals for confirmation of Assistant Engineers in the existing vacancies in accordance with the principle enunciated in para 4 *supra*.

K. D. JOSHI,
etary to Government,
blic Works Department.

To—The Chief Engineer for Irrigation.
The Chief Engineer for Roads and Buildings.
The Comptroller to Government.

Exd.—B. G. S.

W D 2846 - GPB—375—19-12-46

Est 5-46-16

No.7879/E.

Office of the Chief Engineer for
Irrigation in Mysore,
Dated Bangalore, 22nd September 1947.

— 22 May 1945

To

The Secretary to Government,
Public Works Department,
Bangalore.

P. W. SECRETARIAT.
5950
Date 5/5/47

BJL 5.5.47
HPS 5.5.47

Sir,

PROBATIONARY ASSISTANT ENGINEERS.

I have the honour to state that the Auditor, Public Works Department has intimated that according to para 2 of Government Order No.P.W.8304-8/Est. 87-45-18 dated 28-5-1946 that the marginally noted Probationary Assistant Engineers have to be treated as probationers on a pay of Rs.175/- only outside the cadre of Assistant Engineers and has stated that orders of Government are necessary for giving them promotions in the regular cadre during the probationary period.

B

1. Mr.K.S.Rajasekharaiya 21-5-1945
2. Mr.H.Sitaramaiya. 21-5-1945
3. Mr.A.B.Ramanand. 21-5-1945.

2. In this connection, I may be permitted to mention that the three Probationers got their promotions as Assistant Engineers in the usual course by virtue of their seniority in the Department and as such, I am of the opinion that it is not fair to deny the benefit of drawing the pay and allowances attached to the posts, from the dates the tenures were changed from Officiating to Temporary.

3. I request you to be so good as to obtain orders of Government to authorise the Auditor, Public Works Department to issue the necessary Audit Slips.

4. Mr.S.Krishnaraju, Probationary Assistant Engineer who was promoted as temporary Assistant Engineer in Government Order No.P.W. 4392-5/Est. 1-46-19 dated 17-1-1947 reported for duty as Assistant Engineer on 1-2-1947. The Auditor has observed that Mr.S.Krishnaraju is not eligible for any substantial promotion before completing the prescribed period of probation.

5. Since Mr.S.Krishnaraju has been promoted as a temporary

a Temporary Assistant Engineer by virtue of his seniority in the Department, I request you to be so good as to obtain orders of Government to authorise the Auditor, Public Works Department to issue the Audit Slip in respect of the officer, to pass Rs.200/- and allowances attached to the post from 1-2-1947.

I have the honour to be,

Sir,

Your most obedient servant,

GCS/16th.

CHIEF ENGINEER FOR IRRIGATION.

G. R. S. App. F VI—G. 2]

5950 - PW ✓

SUBJECT..... Pay of certain Probationary Asst Engrs

Diary No. of letter replied to.....

General and Revenue Secretariat.

( )

the 194 .

Section. Est-

File No. 5-46

Serial No. 17

Proceedings of the Government of His Highness the Maharaja of Mysore.

Date of issue 23.7.47 194 .

Signed by Sr. HPS

May this be—

(i) printed ?

(ii) treated as a Standing Order ?

(iii) published in the Gazette, English Part ?

(iv) translated ?

(v) placed at the disposal of the Press ?

(iv) published in the Gazette, Kannada Part ?

Read— G.O No PW 4150-56/Est 87-45-1 dated 8-12-1945, appointing Probationary Assistant Engineers in the Public Works Dept.

2. G.O No PW 8304-8/Est 87-45-18 dated 28.5.1946, directing the grant of a pay of Rs 150/- h.m. to each of the Probationary Asst Engineers and a pay of Rs 175/- h.m. to the marginally noted Probationary Asst Engineers during the period of probation.

Order thereon.—No.

3. Govt notification No PW 3322-57/Est 5-45-30 dated

1. Mr. K.S. Rajasekharaiya
2. Mr. H. R. Ramaniah
3. Mr. A.B. Ramamurthy

16/7/47

27-11-1946 Chargis the tenure of the marginally noted Offg Asst Engineers into temporary with effect from the dates noted against each.

4. GOs Nos Pub. Works
No 392-S/Est-1-46-19 dated 17-1-47 promoting among others Mr. S. Krishnarajan as temporary Asst Engineer with effect from

5. Correspondence ending with this note No 9005/E dated 17-6-1947 from the Chief Engineer for Irrigation, Negretting, in the circumstances reported, sanctioning the grant of a pay of Rs 200/- p.m. in Grade Rs 200-60/2-400 to the following temporary Asst Engrs into effect from the dates noted against each.

Name	With effect from	Date
1. K.S. Rajasekaraja	21-5-1945	21.5.45
2. H. Si Thiruvenkata		21.5.'45
3. A.B. Ramamurthi		21-5-'45
4. S. Krishnarajan	1-2-1947	

List of Enclosures

Copied by
—do—

Examined by
—do—

WD 04162—GPB—60,000—23-10-41

Cdr Item No PW 1140-42 Dated 23-7-42

It is reported that the Addl Dir PW dept has instituted that the above four engineering graduates. ~~Assistant Engineers~~ who were appointed as Probationary Asst Engineers in December 1945 and who have since been while they were working promoted as temporary Asstt Engineers in the PW dept are not entitled to any substantive benefit during their probationary period. But the Chief Engineer states that these Probationers have earned promotions to the cadre of Asst Engineers in the usual course by virtue of their seniority in the Department and that the four Probationers are holding regular charge of sub-divisions, they being recommended that they may be granted a pay of Rs 200/- in grade

Counted against vacancies in the Sanctioned Strength of Asstt Engineers. The Chief Engineer has therefore

Rs 200-40½-600 from
the dates they were promoted
as temporary Asst Engineers.
In the circumstances,
Govt are pleased to ~~[illegible]~~ accept the
~~the recommendation~~ recommendation
of the Chief Engineer. of the Chief Engineer
and accordingly
direct that the
Sons Pwb asstt
Engrs be granted
a pay of Rs 200
in the grade of
Rs 200-$\frac{40}{2}$-600 from
the dates specified
in the preamble.

Corr (17/7/47) 1115
Secy to Govt 16.7.47
PW Deptt

To
The CE for Irrigation
The Engineer to Govt
The Prov. PW Dept

Thro' H Secy

SE
15/7/47

Corr (16/7/47)

GENERAL AND REVENUE
SECRETARIAT.

(Continuation sheet draft form.)

WD 0136—GPB—10,000—17-10-33

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS
THE MAHARAJA OF MYSORE

Public Works Department

READ —

Government Order No.P.W.4150-56/Est.87-45-1 dated 8-12-1945, appointing Probationary Assistant Engineers in the Public Works Department.

2. Government Order No.P.W.8304-8/Est.87-45-18 dated 28-6-1946, sanctioning the grant of a pay of Rs.150/- p.m. to each of the Probationary Assistant Engineers and a pay of Rs.175/- p.m. to the marginally noted probationary Assistant Engineers during the period of probation.

1.Mr.K.S.Rajasekaraiya, 2.Mr. T.Sitharamiah, 3.Mr. A.B. Ramanand.

3. Government notification No.P.W.3322-5/Est. 5-4-6-30 dated 27-11-1946 changing the tenure of the marginally noted officiating Assistant Engineers into temporary with effect from the dates noted against each.

1. Mr.K.S.Rajasekaraiya,	21-5-45.
2. Mr. T.Sitharamiah.	21-5-45.
3. Mr.A.B. Ramanand.	21-5-45.

4. Government Notification No.P.W. 4392-5/Est. 1-46-19 dated 17-1-1947 promoting, among others, Mr.S.Krishnaraju as temporary Assistant Engineer.

5. Correspondence ending with note No.9005/... dated 17-6-1947 from the Chief Engineer for Irrigation, requesting, in the circumstances reported, sanction to the grant of a pay of Rs.200/- p.m. in grade Rs.200-40/2-400 to the following - temporary Assistant Engineers with effect from the dates noted against each.

Messrs:	With effect from.
1. K.S. Rajasekaraiya.	21-5-1945.
2. T.Sitharamiah.	do
3. A.B. Ramanand.	do
4. S. Krishnaraju.	1-2-1947.

ORDER NUMBER No.P.W. 1140-42/Est. 5-46-17

Dated Bangalore 23 July 1947.

It is reported that the Auditor, Public Works Department has intimated that the above four Engineering Graduates who were

appointed as probationary Assistant Engineers in December 1945 and who have since been promoted as temporary Assistant Engineers are not entitled to ~~for~~ any substantive promotion during their probationary period. But the Chief Engineer states that these probationers have earned their promotions to the cadre of Assistant Engineers in the usual course by virtue of their seniority in the Department and have been holding regular charge of Sub Divisions, they being counted against vacancies in the sanctioned strength of Assistant Engineers. The Chief Engineer has therefore recommended that they may be granted a pay of Rs.200/- in grade Rs.200-40/2-400 from the dates they were promoted as temporary Assistant Engineers.

In the circumstances, Government are pleased to accept the recommendation of the Chief Engineer and accordingly direct that the four probationary Assistant Engineers be granted a pay of Rs.200/- in the grade of Rs.200-40/2-400 from the dates specified in the preamble.

A Ratnaswamy
22.7.49
for Secretary to Government,
Public Works Department.

To

The Chief Engineer for Irrigation,
The Comptroller to Government,
The Auditor, Public Works Deptt.,
through Financial Secretariat.

V.V.